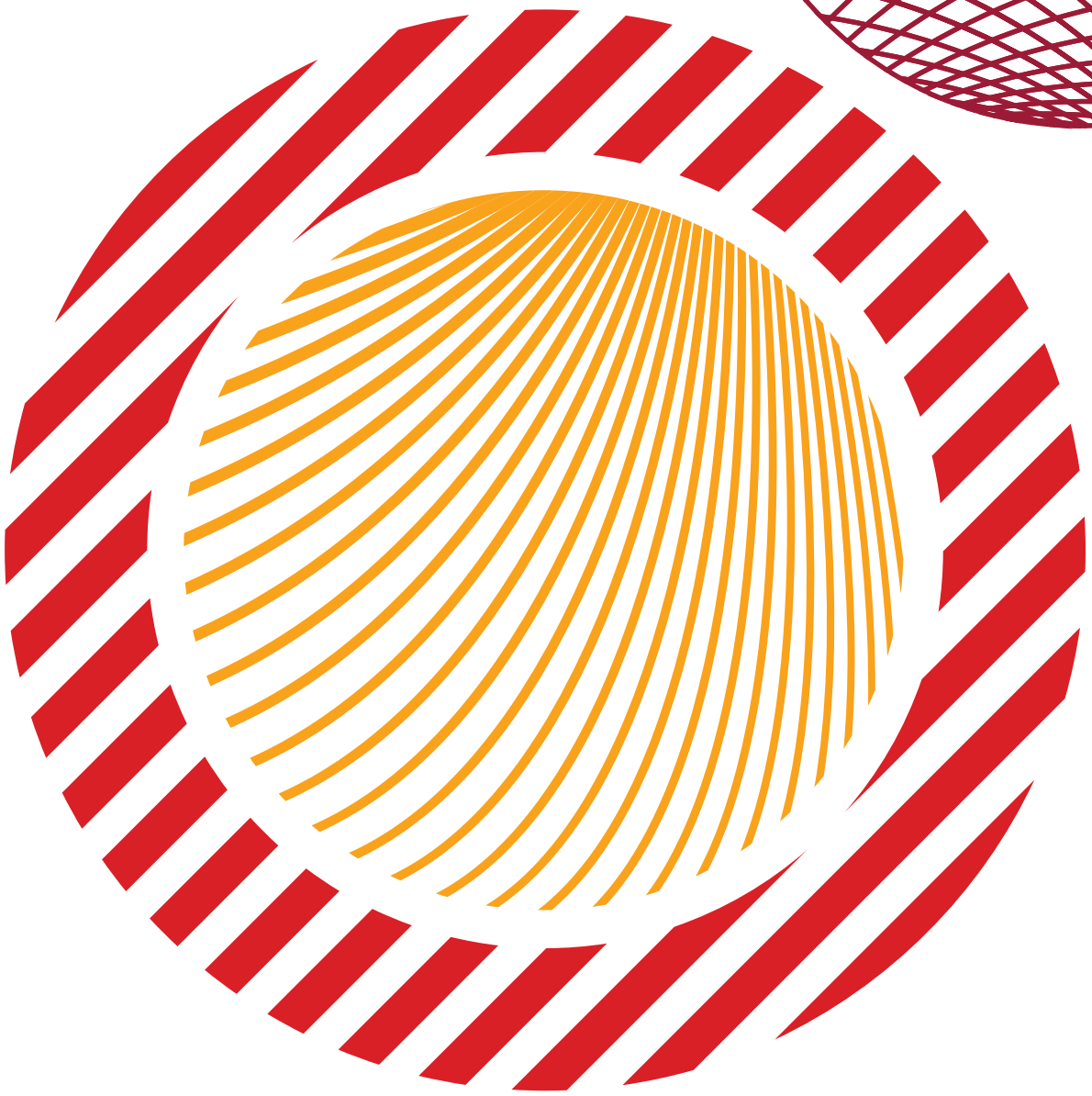

The UCalgary Model

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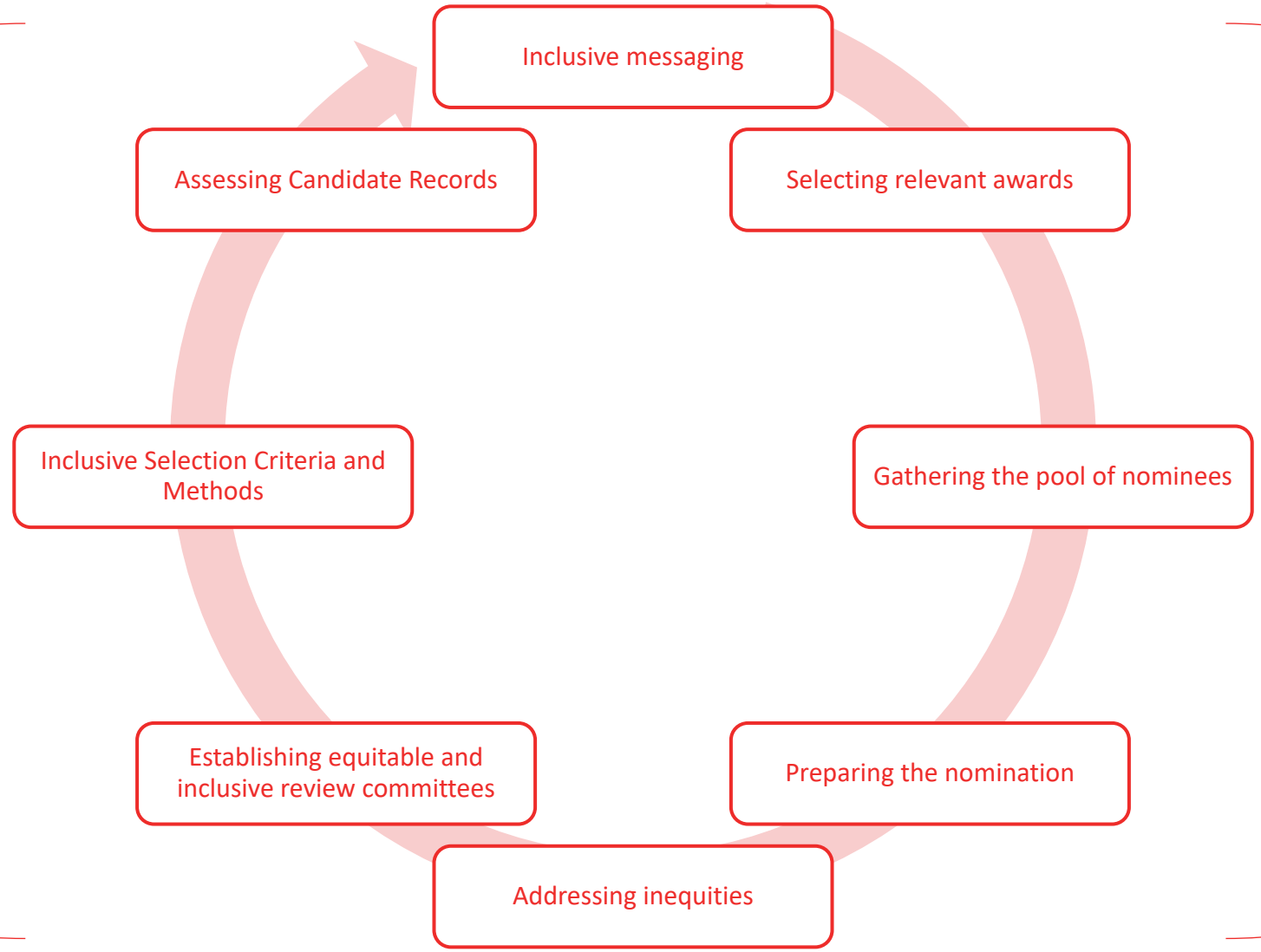
The UCalgary Model

EDI in Selection Methods



Equity, Diversity and Inclusion in Talent Identification and the Applicant Pool

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Diverse and Inclusive drafting committee

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Timeline and current state

Planning phase	Catalogue barriers to EDI in awards, set objectives, plan approach (August 2020 – January 2021)
Phase 1	**Drafting:** Diverse and inclusive drafting committee generates draft and presents to Deans (January 2021 – July 2021)
Phase 2	**Broad Consultations:** (July 2021 – February 2022; ongoing as part of iterative process)
Phase 3	**Feedback:** Incorporate feedback and generate subsequent drafts (February 2022 – July 2022)
Phase 4	**Implementation:** Develop materials to support implementation of plan (Ongoing)

Inputs to EDI in Research and Teaching Awards Plan

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I. **Scope and Impact:** The **Research and Teaching Awards Equity, Diversity and Inclusion Plan** has demonstrated impact, serving as both a catalyst and a complement to numerous internal and external EDI initiatives. These include:

- 2022 Dimensions EDI "Construction Award" *(a Canadian national recognition awarded to only 10 universities nationally.)*
- 2022 Inclusive Excellence Teaching and Learning Award *(An internal award that addresses many of the findings of the plan, unanimously approved by an internal governing body)*
- 2022 Inclusive Excellence Cluster Hiring Initiative *(a novel, proactive, and ameliorative hiring initiative that will recruit 45 professors from equity-deserving groups.)*
- 2022 Equitable Pathways to Experiential Learning *(a systems-level approach to ensure that UCalgary's structure, environments, and programs create and support equitable and inclusive pathways to work-integrated learning.)*
- 2022 Scarborough Charter on Anti-Black Racism and Black Inclusion *(A commitment by institutions across Canada to combat anti-Black racism and foster Black inclusion in higher education, which UCalgary is a signatory of.)*
- 2021 Declaration on Research Assessment (DORA) *(a global initiative to encourage the development and promotion of best practices in evaluation of researchers and the outputs of scholarly research – UCalgary is a signatory.)*
- 2021 Provost's Postdoctoral Awards for Indigenous and Black Scholars *(an internal program designed to ameliorate the under-representation of Indigenous and Black scholars and close these gaps, building a more equitable, diverse, and inclusive academy.*
- 2021 EDI Data hub *(A collection of key institutional demographic data, collected to identify and close the diversity gaps.)*